

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE
QUARTERLY MEETING January 10, 2013 Hosted by UIUC at
State Universities Civil Service System Office, Urbana, IL

Chair Julie Benedict called the meeting to order. Roll call was taken, and a quorum was present.

Present: Michael Aper, Maureen Bendoraitis, Julie Benedict, Larry Curtis, Michael Diiacova, Gary Fry, Dena Gary, Darlene Kendall, Kim Kirchner, Paul Kruszynski, LaTania Milner, Mark Murphy, Vicki Nelson, Michael Pulley, Denise Rothenbach, Peter Skrypkun, and Glenn Warfield

Absent: Rick Marr, Cristina Milliken, and Andy Small

Seatings of Members and Reading of Oath: New member Michael Murphy, UIC, was seated and the oath read by members of the committee.

Guests: Tanya Flynn, Gail Hankins, and Torre Walls from the SUCSS office were introduced.

Minutes: Denise Rothenbach motioned to approve the minutes as amended from the October meeting. Michael Diiacova seconded the motion. A roll call vote was taken. Minutes approved as amended

Mike Aper	Aye	Dena Gary	Aye	LaTania Milner	Aye
Maureen Bendoraitis	Aye	Darlene Kendall	Aye	Mark Murphy	Aye
Julie Benedict	Aye	Kim Kirchner	Aye	Vicki Nelson	Aye
Larry Curtis	Aye	Paul Kruszynski	Aye	Michael Pulley	Aye
Michael Diiacova	Aye	Rick Marr	absent	Denise Rothenbach	Aye
Gary Fry	Aye	Cris Milliken	absent	Peter Skrypkun	Aye
				Andy Small	absent
				Glenn Warfield	Aye

Election Committee Minutes: Election committee members were asked to approve the minutes of the special meeting held November 14, 2012. Gary Fry motioned to approve. Maureen Bendoraitis seconded the motion. A roll call vote was taken. Minutes approved. Result of the meeting will be given during the Election Committee Report.

Maureen Bendoraitis	Aye
Julie Benedict	Aye
Gary Fry	Aye
Kim Kirchner	Aye
Rick Marr	absent

Report of Chair – Julie Benedict

Julie attended the 11/14/2012 Merit Board Meeting. The topic of the exemption process, Rule 250.30, was discussed. Merit Board member, Karen Hasara, suggested a focus group be formed to examine the topic further. Gary and Julie will represent EAC on the committee composed of 8-12 people. Together, with HR Directors and Academic Professional advisory groups, they are to meet 01/11/2013.

Topics suggested for discussion at the Focus Group meeting: penalties for audit findings, expand job analysis system used by UIC to other universities (the cost for this would be very high), and trial period of SUCSS having exemption authority.

A public hearing was held 01/03/2013 at the SUCSS office for the first notice period of the Joint Committee on Administrative Rules. 20-22 people spoke against the rule change giving exemption authority back to the systems office. 3 spoke in favor of the rule change, Julie Benedict, Gary Fry, and a member of AFSCME.

The Merit Board will decide at its 01/30/13 meeting whether to submit the proposal to JCAR, amend it, or withdraw it.

Discussion: Turnaround time of exemption determination is a concern among those opposed to the rule change. Denise Rothenbach acknowledged turnaround time at UIS now can be 4-6 months. Mike Aper agreed that UIUC takes 6 months. Tom Morelock, SUCSS Director, reiterated that when his office had the authority there was an average turnaround time of 48 hours. Technology has advanced since 1997 when SUCSS authority was taken away. Time should not be an issue.

Election of Officers: Elections of officers and committees were held with the following results.

Chair – Julie Benedict

Vice Chair – Gary Fry

Secretary – Kim Kirchner

Parliamentarian – Maureen Bendoraitis

Executive Committee – Gary Fry (chair), Rick Marr (secretary), Mike Aper, Maureen Bendoraitis, Cris Milliken, Michael Pulley, Peter Skrypkun, and Julie Benedict (exio)

Legislative Committee – Motion carried to remain the same; Peter Skrypkun (chair), Kim Kirchner (secretary), Cris Milliken, Glenn Warfield, and Julie Benedict (exio)

Election Committee per By-laws is comprised of the following officers –Maureen Bendoraitis (EAC Parliamentarian, chair of elec. committee); Julie Benedict (EAC chair); Kim Kirchner (EAC secretary); Gary Fry (chair of executive committee); and Rick Marr (secretary of executive committee)

Suggestions were made to change officers' terms to two years and establish an election cycle to prevent members from the same university coming up for reelection all at once. A formula for this process is needed.

SURS Update – Larry Curtis

New SB 0001 sponsored by Senator Cullerton, caps pensionable salary, increases required employee contributions, requires persons to make an election either to accept reductions in the amount of, as well as delays in eligibility for, automatic annual increases or to forgo certain healthcare benefits and future increases in pensionable income.

The affected annuitant policy goes into effect 08/01/2013. HB 4996, defines an “affected annuitant” as anyone receiving a retirement annuity from SURS while being employed by an employer also under SURS in the previous academic year for a total of 18 or more paid weeks (which need not have been all with the same employer or in the same academic year) but not full-time, and receiving, or becoming entitled to receive, compensation in excess of 40% of his or her highest annual earnings prior to retirement.

Good investments have produced \$14.3 billion in assets, 13% positive return for the year.

Retirement applications have leveled off.

Nothing has been presented by CMS regarding SB1313, health insurance premiums for retirees.

Report of Executive Director – Tom Morelock

Handouts were distributed regarding rule change. The exemption process is currently in procedures and needs to be in rules.

There has been a large turnover on the Merit Board. New Merit Board members need to understand their role is different from Board of Trustees. New members need to attain better knowledge of civil service system.

The Merit Board will determine whether to forward proposal on exemptions as is, amend it, or withdraw it. If withdrawn, one year must pass before submitted again.

SUCSS had suggested years ago to form a focus group similar to the one just formed.

SUCSS has asked the IBHE for an 8% increase for the FY2014 budget.

SUCSS will be providing training on the UIC campus. Training will be available in video format and online.

Classification Plan: Update was given by Jeff Brownfield.

Audit Update: Update was given by Cindy Neitzel.

Legal Update: Update was given by Abby Daniels. 27 written discharges; 12 asked for hearings, 2 settled, 2 resigned, 1 discharged, 2 pending, others withdrew.

Discussion: The location of the April 18-19, 2013 meeting was changed to SIUE. SIUC will host in 2014 to coincide with Council of Councils

Motion to adjourn made by Michael Aper and seconded by Michael Diiacova. Motion carried and meeting adjourned.

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE
QUARTERLY MEETING – January 11, 2013

Chair Julie Benedict called the meeting to order. Roll call was taken, and a quorum was present.

Present: Mike Aper, Julie Benedict, Larry Curtis, Michael Diiacova, Gary Fry, Dena Gary, Darlene Kendall, Kim Kirchner, Paul Kruszynski, Rick Marr, LaTania Milner, Mark Murphy, Vicki Nelson, Michael Pulley, Denise Rothenbach, Peter Skrypkun, and Glenn Warfield

Absent: Maureen Bendoraitis, Cris Milliken, and Andy Small

Danielle Ruth, new SUCSS employee, was introduced.

Discussion: Suggestions for by law changes: term limits (election committee to set term limits as they become available), meeting participation by other means, guest speakers, and poor meeting attendance and possible removal from committee (to be examined by the executive committee and Abby Daniels).

Gary Fry motioned for Executive Committee to meet and discuss by-law change topics. Peter Skrypkun seconded the motion. Motion carried.

Discussion: the suggestion was made for committee members to discuss with Labor and Relations if experiencing resistance from supervisors on attending meetings. It was reiterated to give supervisors notice of meetings ahead of time.

Discussion: Meeting participation by other means was discussed. Topics included: Campus availability of video and audio equipment, fees charged by university, subcommittee meetings, check Merit Board by-laws and previous minutes when discussion ensued. The suggestion was made to leave option open. The executive committee will discuss at future meeting.

Discussion: Possibility of electronic elections: would eliminate logistic problems, difficult to confirm identity, not all employees have computer access, and may increase voters. UIUC's electronic election did not increase participation. Suggestion was made to do both paper and electronic. Information Technology is needed.

Review and adjustment of meeting dates for 2013: January 10-11, hosted by UIUC, April 18-19, SIUE, July 18-19, SIU- SOM, and October 16-17, Chicago State to coincide with Council of Councils

Report of Executive Committee: The Executive Committee met this morning and elected Rick Marr secretary and Maureen Bendoraitis parliamentarian.

Report of Legislative Committee: Committee to remain the same as last year.

Report of Election Committee: UIC October election was contested. Election committee met and voted for another election to be held at UIC. Second election was held with same results as first election.

Vicki Nelson motioned to adjourn. Darlene Kendall seconded the motion. Motion carried and meeting adjourned.

Respectfully submitted,

Kim Kirchner, Secretary

Julie Benedict, Chair